

# **MEMORANDUM OF AGREEMENT**

## **Vacation Sell-Back Adjustment**

This Memorandum of Agreement (MOA) is entered into by Clackamas County (County) and the Water Environment Services Employees of Clackamas County affiliated with Local 350 and Council 75 of the American Federation of State, County and Municipal Employees, AFL-CIO (Union).

### **Background**

1. The County and the Union are parties to a Collective Bargaining Agreement (CBA) for the period July 1, 2024, through June 30, 2028.
2. Article 10 - Vacation Leave, Section (B)(2)(ii) of the CBA currently states:
  - a. “Employees who have used at least forty (40) hours of vacation time in a calendar year may elect to sell up to fifty (50) hours of vacation during that same calendar year.”
3. The parties wish to modify the above section effective as of the signing of this agreement. As such, the County and the Union agree to the following:

### **Agreement**

1. Effective June 7, 2025, Article 10, Section (B)(2)(ii) shall be amended to read:
  - a. “Employees who have used at least forty (40) hours of vacation time in a calendar year may elect to sell up to sixty (60) hours of vacation during that same calendar year.”
2. All other provisions of Article 10 remain unchanged and in full force and effect, unless otherwise modified by the parties’ mutual written agreement.
3. This MOA will become effective upon the date of signing by all Parties and will remain in effect for the duration of the current Collective Bargaining Agreement unless modified by mutual agreement.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on the dates indicated below.

**For the Association:**

*Patrick Clasen* Nov 21, 2025  
Patrick Clasen (Nov 21, 2025 06:07:35 PST)

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(Signature) Patrick Clasen, AFSCME-WES President (Date)

**For the Association:**

*Tessa Brooks* Nov 21, 2025  
Tessa Brooks (Nov 21, 2025 08:31:04 PST)

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(Signature) Tessa Brooks, AFSCME Service Representative (Date)

**For Clackamas County:**

*Greg Geist* Nov 21, 2025

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(Signature) Greg Geist, Director of WES (Date)

*Ryan Miller* Nov 23, 2025  
Ryan Miller (Nov 23, 2025 16:53:07 PST)

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(Signature) Ryan Miller, Senior Manager of Employee and Labor Relations (Date)